

Wenatchee Diversity Advisory Council

1. Vision Statement: *Wenatchee is a community where diversity is welcomed, valued and celebrated.*

2. Mission Statement: *The Diversity Advisory Council advocates recognition, respect, inclusion and celebration of the greater Wenatchee area's diverse people.*

3. Goals:

- a. Ensure that all groups in the community are being heard and represented and that no citizens are being excluded from the civic process.
- b. Identify current topics/issues of interest and importance to community groups/members.
- c. Provide community access and opportunity for providing input on topics/issues.
- d. Share findings and recommendations re topics/issues addressed.
- e. Promote and provide awareness, education, training related to Diversity and topics/issues of interest.
- f. Encourage and support community leadership, collaboration and action to address Diversity topics/issues of interest.
- g. Recognize and celebrate individuals and organizations exemplifying and actively supporting Diversity and inclusiveness.
- h. Reach out, engage, and interact with youth in our community. Youth contribution provides significant value to the Diversity Council mission/values and to the broader community.

4. Methods:

- a. Monthly Diversity Advisory Council meetings.
- b. Create Committees for richer involvement by council members.
- c. Town Hall meetings/forums on current topics/issues of interest.
- d. MLK Day Annual Celebration and recognition of individual, business, non-profit agency best exemplifying Diversity and Inclusiveness.
- e. Annual Diversity Conference/Training coordinated/sponsored by Diversity Council.

- f. Organization Standards Rubric/Criteria for Diversity/Inclusiveness.
- g. Annual Survey re Diversity topics/issues of interest.
- h. Annual Retreat to come up with a work plan/reorganize/reevaluate values and mission statement of the council.
- i. City website for information/comments.
- j. Annual report to City leadership.

5. 2015 Accomplishments:

- 1) Continued to participate in and support National Night Out events in support of law enforcement and safety, as well as neighborhood engagement and communication. When one knows their neighbors, values are shared. Diversity council members attended to engage with members of the community and participate in activities. Photos were taken and shared. The event was considered a huge success.
- 2) Attended Nationalization Ceremony to share vision and mission of Diversity Advisory Council; outreach, support and awareness.
- 3) Council members participated in the Police Department training offered to Latino Community held at the Wenatchee Valley Community College. Sargent Jim West and intern Miranda Sylvestre addressed the council at our July meeting to share Citizen Outreach and Coffee with a Cop Program. The council were all impressed and in favor of supporting both programs.
- 4) Civil Rights and Social Justice Award selection process continues to gain momentum. In 2015, the three winners are: Joan Wright, Junior Service League of Wenatchee and Molina Health Care. Nominees were also honored at the City Council meeting. Each year, we work in promoting recognition of our community members and encourage more nominations. Rufus Woods was generous by publishing the nomination process in the Wenatchee World. Potential and consensus to add a category dedicated to youth/children that are investing in their community and promoting diversity. Continue to seek out nominees and reach out to service clubs and other community stakeholders to get the word out.
- 5) Continued partnership with the Wenatchee Valley Museum and Cultural Center to provide the Multicultural Festival and MLK Jr. Day activities in January 2015. In coordination with this event, the Civil Rights and Social Justice Awards were presented, along with a special recognition to the Atwood's for their theatrical contributions to our community; offering diverse topics as well as casting individuals and youth with all abilities, ethnicity and cultural background. 2015 and 2016 the Museum and Diversity Council have greatly appreciated the dedication and facilitation of the MLK festivities to the AmeriCorps Coordinator Owen Sheets (2015) and AmeriCorps Vista Coordinator Monti Artega (2016). Owen is attending Western, and we hope Monti joins the Diversity Council when her AmeriCorps Vista term is up.
- 6) The Council revamped its Diversity Survey and made efforts to reach business, nonprofits, stakeholders and classrooms at Wenatchee High School. The survey reflected interest, investment and needs by students at the high school surrounding issues of equality and diversity. The Diversity Council asked to meet with the new Principle Eric Anderson to report our findings and establish a relationship. Eric met with co-chairs Carrie Moody and Donte Quinine and Allison Williams and attended a meeting. Principle Anderson is working with school administration on

pulling data/conducting another survey for the high school. The education outreach committee has maintained communication with Mr. Anderson. The council would like to support and assist in facilitating training at the high school centered on youth involvement, equality and diversity. Optimistic goal by spring of 2016 or perhaps fall of 2016. The council hopes to continue to partner with Together for a Drug Free Youth, Community Foundation and Chelan-Douglas Developmental Disabilities who has funded/or gave in kind donations to our annual training

- 7) Donte Quinine's leadership organized and revitalized the council. Donte suggested we form committees around our passions and work we are already doing. Results a richer, authentic, participation and progress of our goals. Donte relocated to Seattle, but his vision remained with the members. We attended a retreat hosted by Norma Gallegos at Misseo Dei. We formed three committees; Youth Engagement/Outreach, Events and Diversity Awareness. The annual work plan and calendar was established.
- 8) Diversity Advisory Council was approached by Rufus Woods to participate in the public engagement task force for the city's election advisory committee. The Council attended the City Advisory Boards and South Wenatchee sub area consultants June 2nd. As a result we have two members who actively are involved in the South Wenatchee Sub Area Plan. Allison Williams reached out to Jessica Frank and Lukas Henke to initiate our involvement in the upcoming TEDxYouth Wenatchee Valley initiative. We have two members who are actively participating in the project. Two students from Wenatchee High School applied to be members of the Diversity Advisory Council. Cascade Crum, and Luz Estrada were approved to be appointed by the City.
- 9) The Diversity Advisory Council requested funding for their efforts, and the City approved. The Council appreciates the support from City Council. Special recognition goes to Council Member Renee Hunter, For Together for a Drug Free Youth. Her program has been providing grants to fund our Annual Diversity Training, along with other sponsors and in kind donations. We shall continue to seek partners for our efforts and training with the school district.
- 10) Continue to support and encourage awareness and importance of diversity for NCW. NCW has a diverse and welcoming community as evidenced by multicultural recognition, organizations, businesses, events and activities, e.g. Hispanic Chamber of Commerce, Wenatchee Valley Museum and Cultural Center, NW Mariachi Festival, Citizenship and Naturalization classes and ceremonies.

2016 and beyond - Where we are going:

- 1) Continue collaboration with law enforcement and other organizations for the National Night Out Event – 1st Tuesday in August - as spark for community/neighborhood based conversations.
- 2) Participate in and assist in carrying out recommendations of the South Wenatchee AIA SDAT and South Wenatchee subarea planning process that will implement elements of the AIA SDAT process.
- 3) Civil Rights and Social Justice Award call for nominations in October (coinciding with Make a Difference Day), with recommendations for winners to be approved by City Council in December/January and presented during the MLK Jr. Day event.

- 4) Continue partnership for Multi-Cultural MLK Event Celebration with the Wenatchee Valley Museum and Cultural Center in January 2016.
- 5) Survey and carry out annual Diversity Training.
- 6) Continue carrying out annual meeting to obtain feedback from the public about accessibility issues and provide that feedback to Council in preparation for annual ADA updates.
- 7) Continue to provide a forum for bringing forward diversity needs in the community.
- 8) Concentrate future efforts on outreach and youth engagement.
- 9) Revisit efforts of Diversity Council outreach; business cards for members, expanding volunteers to join committees, possible letter/paragraph to city of Wenatchee from Mayor Kuntz reminding community Council is here.